DoD Human Capital Strategy
HCS

RADM Gerald L. Talbot

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Human Capital Strategy

IPT #4

	FY 06 ($B)	# Pers (k)	FYDP ($B)
MPA	31.11	482.4	201.67
Civ Mil	16.21	228.7	97.26
MPN	25.04	352.7	159.07
Civ Mil	15.09	180.0	90.54
MPMC	10.01	175.0	67.00
Civ Mil	0.95	16.5	5.70
MPAF	25.50	357.4	162.08
Civ Mil	12.24	166.5	73.44
RPA	3.97	205.0	27.10
RPN	2.07	73.1	12.83
RPMC	0.66	39.6	4.47
RPAF	1.57	74.0	10.65
NGPA	6.34	350.5	43.83
NGPAF	2.69	109.1	17.55
DoD Civ	9.09	110.32	54.54
CTR	61.00	Unk	400.00
O&M	8.40		51.50
Totals	231.94	2,920.82	1,497.23

Figures iaw Feb 2005 Service Pres Bud submissions.

Sources of Data:

- DoD (Military and Civilian) manpower and costs are based on the FY06 President's Budget.
- Contractor support costs include special studies, ADP/telecom, quality control/inspections, medical services, education and training, utilities and housekeeping, admin and support, etc. They do not include technical representatives, installation of equipment, architectural engineering, and others. These data are as reported in the Federal Procurement Data System – Next Generation.
- O&M cost estimate includes training, education, personnel support, PCS, recruiting, family housing, and MWR for all services as reported in the FY06 President's Budget (*Air Force costs were estimated*

Discrepancies in Personnel Costs:

- Variation in reported personnel costs is attributable to the lack of a consistent and agreed-upon set of compensation and benefits included as part of the personnel cost estimate.
- Another discrepancy factor comes from comparing the overall federal outlays with the DoD costs. The data in the briefing pertains only to the DoD spending on personnel.

Force Planning Construct

Meets the needs of the **Force Planning Construct**

- Capabilities-based
- Flexible and responsive
- Cost effective
- Mitigates risk
- Analytically supported

Workforce Requirements

A workforce that is…

- Responsive to Joint mission requirements
- Capabilities-focused, competency-based
- Derived from total force
- Agile, flexible and cost effective
- Delivered at best value while managing risk
- Afforded choice

HCS Objectives

WHY NEEDED ?

- In response to transformation from industrial age to information age
- Rapid changes in technology and globalization
- Principles of the National Military Strategy call for:
  - Maintaining a force capable of ***decisive effects***
  - ***Integrating*** the Joint Total Force
  - Enhancing individual and institutional ***agility***
- Workforce must be mission-focused and respond to changing needs

HCS Initiatives

- Three initiatives will advance the objectives:
- 1. Competency-based occupational planning
- 2. Performance-based management
- 3. Enhanced opportunities for personal and professional growth

Scope of Effort

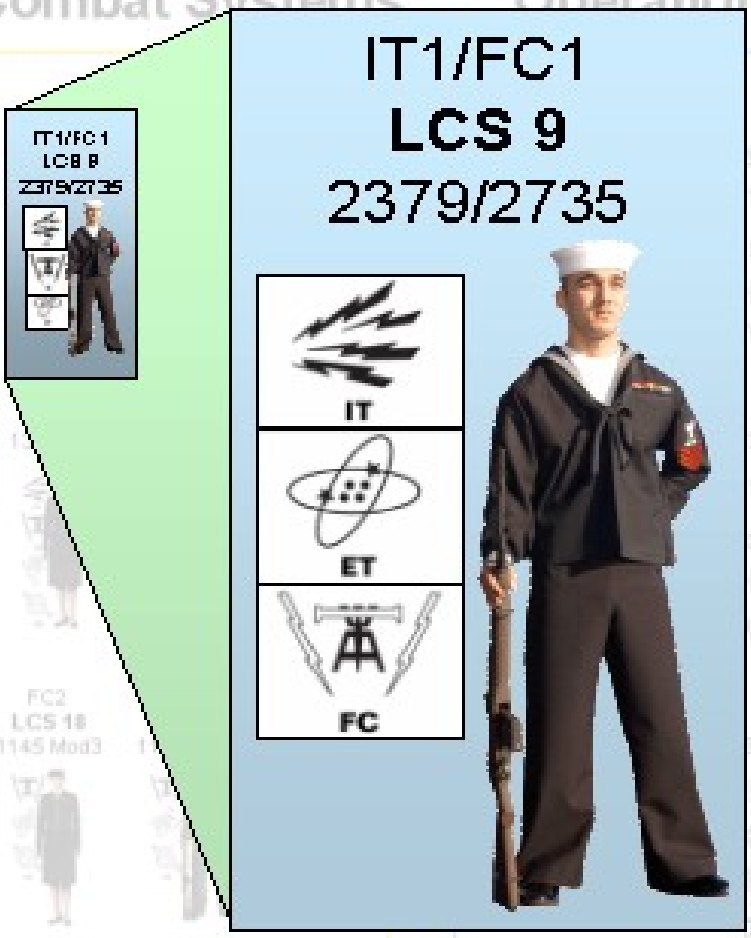
Scope of the Effort

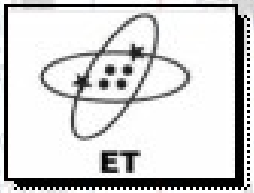
- Define the work
- Define the worker
- Establish performance metrics

Drive to Execution

- Common taxonomy, common language
- Alignment within Services and with DoD
- Ensure policies and IT keep pace

FREEDOM Hybrid Sailor Development
(Example LCS Position #9)





Extremely High Frequency (EHF) Communications Systems Operations
Network Maintenance
Network Management
Network Restoration Planning
Network Security Administration
Network Security Compliance
Network Security Incident Reporting
Network Software Installation
Network System Maintenance
Network Systems Administration
Network Systems Operations
Automated Digital Network Systems (ADNS) Operations
Communications Documentation, Reports And Record Keeping
Communications Planning
Extremely High Frequency (EHF) Communications Systems Operations
Computer System Maintenance
Computer/Peripheral System Maintenance
Display System Maintenance
Electronic Key Management System (EKMS) Account Administration
Computer/Peripheral System Maintenance
Extremely High Frequency (EHF) Communications Systems Operations
Extremely High Frequency (EHF) Equipment Maintenance
Display System Maintenance
Fiber Optics Maintenance

For Official Use Only

Breaking it Down to Knowledge Skills and Abilities

- Extremely High Frequency (EHF) Communications Systems Operations
- Network Maintenance
- Network Management
- Network Restoration Planning
- Network Security Administration
- Network Security Compliance
- Network Security Incident Reporting
- Network Software Installation
- Network System Maintenance
- Network Systems Administration
- Network Systems Operations
- Automated Digital Network Systems (ADNS) Operations
- Communications Documentation, Reports And Record Keeping
- Communications Planning
- Extremely High Frequency (EHF) Communications Systems Operations
- Computer Systems Maintenance
- Computer/Peripheral System Maintenance
- Display System Maintenance
- Electronic Key Management System (EKMS) Account Administration
- Computer/Peripheral System Maintenance
- Extremely High Frequency (EHF) Communications Systems Operations
- Extremely High Frequency (EHF) Equipment Maintenance

Network Systems Administration

Knowledge –

- Computer hardware fundamentals
- Computer operating systems
- Electronic safety
- Network equipment fundamentals

Skills –

- Operation and Control
- Information Gathering
- Technology Design
- Critical Thinking

Abilities –

- Inductive Reasoning
- Written Comprehension
- Oral Expression

Network Systems Administration

Knowledge, Skills, & Abilities + **Performance** = **Competency**

Knowledge –

- Computer hardware fundamentals
- Computer operating systems
- Electronic safety
- Network equipment fundamentals

Skills –

- Operation and Control
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Abilities –

Inductive Reasoning

- Written Comprehension
- Oral Expression

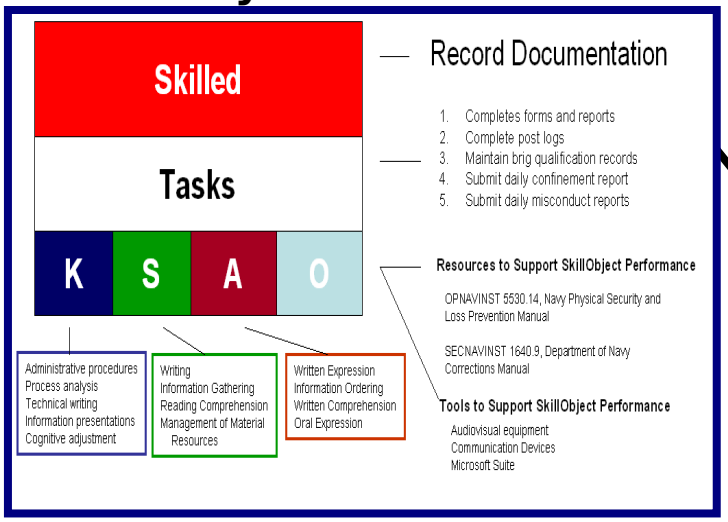
Performance Metrics - (Example)

- Manage a network of 75-100 personnel including rapid integrating and deletion of accounts as mission modules are added and removed.
- Administer database maintenance, Ship's Force and depot level maintenance schedules to support distance support plans and crew turnover schedules to ensure:
  - 100% completion of MRCs
  - 100% of Critical time sensitive maintenance skills retained on board
  - Operate tactical LAN equipment to meet 100% operational needs with in OPGUIDELINE timing

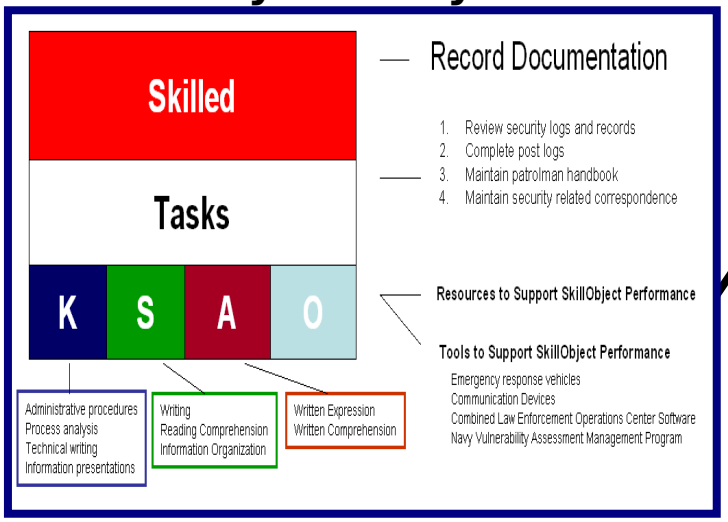
IT1/FC1
LCS 9
2379/2735

Navy MA Mapped to Army MP

Navy Master at Arms



Army Military Police



Army MP	X-walk	Navy MA	Training
Army MOS (MP)	→	Navy Rating (MA)	19 weeks
Army sub-specialty (detention ops)	→	Navy NEC	10 weeks
Skill objects (Detainee camp guard)	→	Course/module/topic	6 weeks
Targeted skill objects (perimeter checkpoint guard)	→	Job-specific KSAs	3 weeks

HCS Implementation

- USD (P&R) has overall authority
  - PEO to develop, acquire, and manage activities
    - PEO advised by Defense Human Resources Board
      - Organizational structure similar to NSPS
- Implementation to begin by March 2008
  - Spiral development continuing aggressively